Freight News
CF's Con-Way game plan
p. 3

United Parcel News
Taking whip from UPS
p. 5

Inside Our Union
Why a Special Convention
p. 6

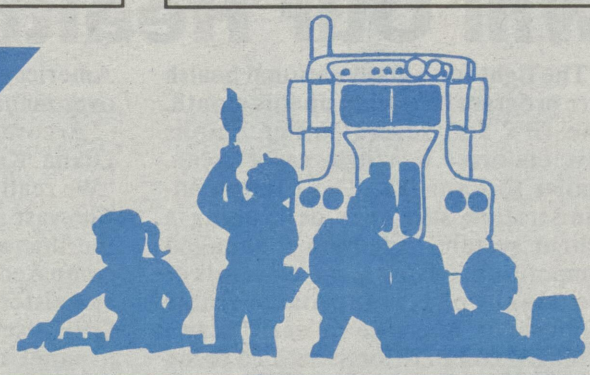
SCT Convention
Members demand reforms
p. 7

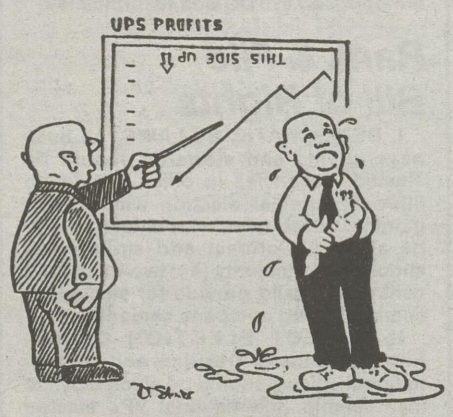
TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

May 1993 #123





Contract Update

'A 2-Hanky Performance!'

UPS negotiators continued their initial posturing by spending a lot of time "crying poor" at bargaining sessions with the union's National Negotiating Commmittee on April 5-7 in Washington, D.C. But at least this time UPS brought its initial contract proposals to give to the union.

UPS has indicated it wants even more "flexibility" and made vague references in its proposals on railing and the Air Operation. Citing "competition" factors, UPS has proposed to remove every existing reference in the master agreement to the union's strike capabilities. UPS would like to take away our right to strike for the life of the agreement. Of course, this is totally unacceptable, and our options to strike must be expanded, such as after a national deadlock.

At the March 25 initial bargaining meeting, top UPS management did not bring their contract proposals but rather presented a slide show that purported to show how poverty-stricken UPS is. "It was a real tear-jerker, a two-hanky performance," one union negotiator reported.

UPS noted that profits were lower in the recession year of 1992 ($516 million net profit after taxes), and that while volume of air shipments increased 5% (in a recession year!) UPS's share of the air market did not increase.

Teamsters have heard it and will be bombarded with it in the months to come. It is an updated version of the line UPS gave in 1990, and in 1987.

Bargaining will continue the last week of April. ("Tale of '90," page 4.)

Rank & File Carry Teamster Revolution to Local Level

Bylaws Reform Spreads

The Teamster Revolution continues.

The rank and file have responded with enthusiasm this year on behalf of spreading democratic initiatives through local unions from the bottom up. New possibilities for this activity were unleashed when Ron Carey and the General Executive Board issued "Proposed Local Union Model Bylaws." Attempts to reform local bylaws have been made in over 50 locals. Some succeeded, some did not, some are still in progress. But one thing is clear—the membership's efforts to extend democracy throughout our union is growing.

Jacksonville, Fla., Local 512

The tired old arguments of principal officer Frank Pendleton were soundly rejected on April 17 as the membership voted by more than 4-1 to accept a key New Teamster proposal to reform the bylaws. The approved amendments require mail ballot election of officers, and that all work rules be negotiated and approved by the bargaining unit. This "no nonsense" membership also rejected an executive board sponsored amendment that would have overturned most of the reforms approved in a 1992 amendment campaign.

The amendment changes of the last two years place the bylaws of this Teamster local among the strongest and most democratic in the union. The 1992 amendments included requiring membership approval of officers salaries and benefits, requiring stewards elections, and limiting officer severance pay packages to vacation pay only.

This year's amendment concerning the mail ballot election of local officers was five and one-half pages long, with language that assures a fair and honest election. The mail ballot election will be conducted by an independent, neutral agency.

The amendment on work rules and contracts states that the negotiating committee will be composed of the principal officer (or designee) and an even number of bargaining unit employees who will be nominated and elected by the bargaining unit. Work rules shall be ratified by secret ballot.

The executive board's proposed amendment appears to be part of a national effort on the part of the old guard to embarrass Ron Carey. They submit a gutted version of Carey's model bylaws but try to sell them as the real thing. This scam has been compared to trying to sell a Corvette with a Hyundai engine. It's a credit to this membership that they took the time to look under the hood. This second successful bylaws campaign by the New Teamsters has further encouraged them to run a slate in the Local 512 elections later this year.

"Now that we've got democratic bylaws, we can work from there to bring all members together in our local," said CCI driver Ronnie Greene. "Our next step is to put the right elected leadership in place."

Nashville Local 327

It was standing room only as the April local meeting began. The rank and file turned out big time. Various roadblocks failed to stop the reform train. The local president had consulted an attorney in an early attempt to rule some of the proposals out but was unsuccessful in derailing the reform effort.

TDU members and a number of other Teamsters spearheaded the campaign. Recording Secretary and CCI driver Jerry Gieg was one of the leaders. Virtually all the elements of the model bylaws were adopted in a long series of votes. These included the election of stewards and a stewards council, mail ballot elections, and some financial protections for the local such as a prohibition against full-time officials accumulating vacation time from year to year.

Allentown, Pa., Local 773

Rank and file activism combined with a solid endorsement from Vice President Dominick Buscemi and all three Local 773 trustees produced an overwhelming story in Allentown, despite the resistance of the principal officer. "Twenty-five minutes before the scheduled start of the meeting there was scarcely a quorum. But all of a sudden it was like the floodgates being opened and the rank and file members poured in," said Trustee Gail Brown.

"The meeting had to be delayed to allow time to register the members," said Trustee Rick Stauffer. "The line literally went out into the parking lot."

"Although it was a long meeting, the members, to their credit, hung in there all day to insure that reform would get a solid start," said Trustee Patricia Franks. "The membership passed 18 out of 20 of our bylaw reforms. I'm proud of them."

Elected BA Phil DePietro summed up the meeting: "Not very long ago we didn't have a prayer of passing even one bylaw reform measure in our local. What a difference a new Teamster administration in Washington and a reform majority on our local executive board has made. It's really activated the membership."

St Louis Local 604

The carhaul local in St Louis has for the past three regular meetings been reviewing and adopting the new IBT model bylaws. Principal officer Ted Greer and president Jim Linley endorsed them, with only a few minor changes. TDU members were

continued on page 10

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UNION SOLIDARITY

Will Our Health Care Get Cured?

The fight for a good national health care program is heating up this month. The IBT and several other unions have endorsed a "single-payer" plan, similar to Canada's. The Clinton administration says it is developing a hybrid system based on "managed competition," using some elements of the single-payer approach (their proposal is due out in early May). Managed competition is an idea being pushed by big insurance and drug companies. Polls say 60% to 70% of Americans favor a single-payer plan over managed competition.

According to IBT Vice President Diana Kilmury, a Canadian citizen, "We really like our system in Canada. The vast majority of the public and of the doctors approve of it, especially compared with the mess our brothers and sisters face in the U.S. When the GEB discussed the issue last year with a panel of experts, it soon became clear that single-payer would be best for everyone."

In a single-payer system, one government agency pays hospitals and doctors for the care they provide (in Canada, this is handled by the provinces). Then each citizen has equal right to the care they need, regardless of whether employed and by whom. People can choose any doctor, clinic, or hospital they want since they're all in the same system.

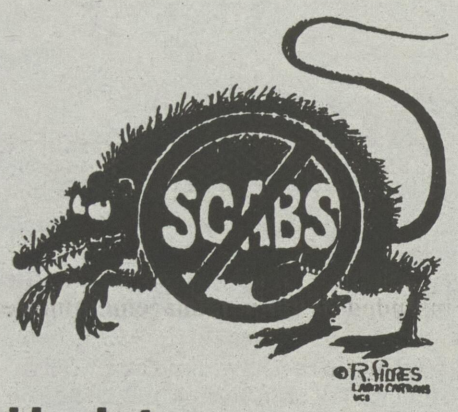
The proposed single-payer system for the United States would be paid for mostly by an employer-paid payroll tax. The tax would be less than the insurance premiums paid by those companies that provide health insurance, since administrative costs would be cut drastically and all employers would be paying the tax.

Critics of the Canadian system say that Canadians have to wait sometimes for high-tech state-of-the-art treatments in non-emergency situations. But Americans pay a high price for having these treatments available in every hospital: the hospitals raise their prices to pay for the machines, whether they're needed in the community or not. And Canadians overall have better health as measured by average life span and by infant mortality.

The IBT endorsed Clinton in the last presidential election even though Teamster officials knew they didn't agree with the candidate on some key issues, including health care. The International said before the election that the Teamsters union would work to keep pressure on these issues, like labor law reform and fair trade (not "free trade"); that's why they've collected and delivered to the White House 200,000 "TeamsterGrams" as reported in the last *New Teamster* magazine.

"Managed competition" is more of the same system we have now. The basic idea is that everyone joins one HMO/PPO or another—organizations that would work much like the TeamCare plan imposed on many Teamsters by Central States last year. Then these organizations, administered by the big insurance companies, bargain with providers over fees, and compete with each other on the basis of premiums charged. The

continued on page 9



Update on Anti-Scab Bill

The battle is gearing up again over legislation designed to ban the permanent use of scabs to replace strikers. Labor Secretary Robert Reich on March 30 testified in favor of H.R. 5 and S. 55 before the House Subcommittee on Labor-Management Relations, and pledged White House support for the bill. Currently, 181 members of the House have signed on as cosponsors to H.R. 5, while only 36 Senators have done so with S. 55. The anti-scab bill died in the Senate last year, lacking three votes necessary to end a filibuster. In a last-minute attempt to save the bill last year, the AFL-CIO made a compromise offer. The offer contained weaker legislation that would have had a federal mediator determine whether permanent replacements could be used depending on the circumstances of the particular strike. The Teamsters and other unions within the AFL-CIO rightly opposed that compromise offer.

Family and Medical Leave and You

After a legislative battle nearly a decade long, unions and women's rights groups have gained for U.S. workers something that exists in every other industrialized country except South Africa: the right to extended leave (for men and women) for birth, adoption, or serious health condition of an employee or their child, spouse, or parent.

The Family and Medical Leave Act, signed into law in February, provides for up to 12 weeks of unpaid leave during any 12-month period, for those who work for employers with at least 50 employees. Employers must continue to provide the same health benefits as provided for active employees. Employers are not required to provide pension credits during that time, but previously earned credits may not be affected by the leave.

The Labor Department has until June to issue final regulations on implementing the law. It goes into effect for many employers on August 5, 1993.

Companies that have a labor contract in effect on August 5 have until Feb. 5, 1994, or until the expiration of the contract, whichever is the earliest date, to implement the law. (But at UPS, for example, the union's master contract proposals include "family leave" language that would go into effect with the new contract if negotiated successfully.)

Index

Freight News ..... p. 3
United Parcel News ..... pp. 4-5
Inside Our Union ..... p. 6
Southern Conference Convention ..... p. 7
Grocery, Local News ..... p. 8
Carhaul News ..... p. 9
TDU on the Move ..... p. 10
Letters ..... p. 11

How to Contact TDU

We want to hear from you. Contact us at the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

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Rick Smith, Atlanta Local 728
Hank Steger, Houston Local 988

Alternates:
Frieda Burgan, Phoenix Local 104 spouse
Dave Kapitula, Wilkes-Barre, Pa., Local 401

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1992 for one year. Our Rank & File Convention had nearly 600 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

FREIGHT NEWS

CF's Con-Way Game Plan

This is the fourth in a series of articles examining CF's corporate mission as it attacks our Teamsters union on many fronts. This article examines the role of CF's non-union Con-Way regional carrier network. The series is intended to begin a discussion on building the Teamsters' mission in the freight industry, just one year from the next NMFA negotiations.

As consolidation and restructuring downsize the CF Motor Freight operations, expansion of the Con-Ways is going full steam ahead. Roadway and now Yellow are following CF's lead in developing non-union regional networks. CF is dedicated to building the Con-Way network, as long as the regional carriers stay non-union. CF closed down Con-Way Eastern Express, the only unionized regional carrier in the Con-Way system, following a one-week strike by the Teamsters in August 1990. The Con-Ways are returning to this same area, but this time with non-union Con-Way Central Express (CCX).

CCX is pursuing growth in Pennsylvania, New York, and Ontario, Canada, offering drastically reduced rates. It is also adding full coverage to Iowa, Missouri and Wisconsin. Expansion has led to the ability of the regional carriers to interline their operations. In an internal memo, CF management admits, "This puts CFMF locally in a precarious situation in that our customers are questioning how exactly this will affect CFMF."

CF 'Cooperation'

"It's our team against teams from Roadway, Yellow, ABF and Overnight as well as a host of regional carriers," wrote Bob Lawrence in the winter/spring edition of the corporation's *Freighter* magazine. But the biggest threat to good union jobs at CF is not Yellow, ABF or even Overnight, it's CF's own network of non-union regional carriers, the Con-Ways. It's hard to "win" if your own coaches are fixing the game against you.

CF Vice President Bob Donohue visited the Milwaukee terminal and spoke to Teamsters there as part of CF's campaign for flexibility. In response to Donohue's pledge of cooperation with the union, Tim Buban, a hostler in Local 200, asked, "You say that CF is willing to cooperate with the Teamsters, but you shut down Con-Way Eastern Express and fired all the Teamster drivers. Now you're bringing non-union CCX in there. Is this the type of cooperation you are talking about?" An angered Donohue said he was tired of questions about CCX, didn't know anything about the Con-Ways, and didn't want to hear anymore questions about CCX. "But that's the question we want answered. You should send someone here who can answer our questions," responded Buban.

Not a New Threat

Con-Way Transportation Services, CTS, was started from scratch in 1983. By 1992, CF reported that the Con-Way system was the eighth largest U.S. trucking company and the third most profitable. CTS posted 1992 operating profits of $53.7 million on revenues of $724 million. That's a 61% increase over the operating profits in 1991 of $33.7 million.

The Carey administration inherited a freight industry that was busting at the seams with non-union regional carrier expansion. Old guard officials, including former freight director R.V. Durham, sat back, watched and did nothing as the Con-Way system was born, grew and expanded. Now these same officials are blaming the Carey administration for the non-union chaos in the regional freight industry. The Con-Ways are not a new threat, but CF can now try to use the maturing network of Con-Ways as a tool to undermine our bargaining strength for the next NMFA.

Diversion of Freight

"The Con-Ways are out there eating our lunch" is a sentiment voiced by many Teamsters during the research for this article. CF is working to put itself in a position to divert freight onto the rails or into the Con-Way network at will. Every time CF puts CFMF freight on the rails or in the Con-Way system a Teamster suffers. This ability to manipulate the flow of freight could be used to starve us out and to try and make us hungry for concessions in 1994. CF's ability to manipulate its bills through its integrated logistics system has made the ability to monitor the flow of CFMF freight very difficult.

Responding to CF's corporate mission will take the unified effort of the International, local officials and rank and file members. The International is currently drafting plans for a corporate campaign (see article this page). The key to any successful campaign at CF and in the freight industry as a whole will be the mobilization and involvement of rank and file members.

"It's time for more members to get involved and see what's going on," encourages Pete Peterson, steward in Local 385, Orlando, Fla. "CF is sending us vice presidents, magazines and video tapes asking for more flexibility in the next contract. They may even try to get us to allow non-union Con-Ways to interline with CFMF. All of this will cost good Teamster jobs as our freight is diverted into CF's non-union operations. It's time to get involved in building the Teamsters' mission in the freight industry."

IBT to Launch Corporate Campaign at CF

Buffalo, N.Y., Local 375 went to work last fall in opposing the expansion of CCX into the Northeast. The local campaign included rallies, picketing CCX terminals, following CCX trucks to picket at shippers, and reaching out for public support against CF's anti-union practices (see *Convoy Dispatch* #119).

The International is making plans to use similar tactics on a wide scale to respond to CF's corporate mission with a corporate campaign of our own. Such a campaign would go after strategic pressure points of the parent company, CF Inc.

The International is currently organizing Teamster shareholders of CF stock to put the heat on CF management. Thousands of proxy cards are being collected in an effort to support two resolutions at the April 26 shareholders meeting.

Reportedly, Ron Carey will speak at the meeting on behalf of CF Teamster-shareholders. CF management failed to keep the resolutions off the meeting's agenda when the SEC ruled against them. The two resolutions are intended to make management more accountable to shareholders, including Teamsters.

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Freight Lines

NWT Teamsters Approve Experimental Agreement.

Teamsters at Northwest Transport voted very heavily in favor of the proposed experimental regional agreement. Of the 2,669 Northwest Teamsters, 1,697 voted Yes, while 276 opposed it. That is 86% in favor in a very high voter turnout. R.V. Durham, John Neal, T.C. Stone, Larry Weldon, Preston Ketchum and several other old guard officials produced or distributed numerous letters, anonymous flyers and other attacks on the proposal. They must be very disappointed to see the tiny influence they had on the outcome. Freight Teamster activists see both pros and cons of the experiment and will be interested to see if it puts pressure on the Big Three's growing non-union regional network.

Preston Drivers Take Wage Cut.

By a slim margin, Teamsters at Preston accepted a 9% wage cut that Yellow sought under Article 6, Section 2 of the NMFA after acquiring the regional carrier. Of Preston's 3,800 Teamster employees, 78.5% voted in favor of the wage cuts, which Yellow management claimed was necessary to turn around the financially strapped carrier. A minimum 75% approval was required by the contract.

St. Johnsbury, a regional carrier in the Northeast, will go after a 12% wage cut under the same profit-sharing plan guidelines. If St. Johnsbury is successful, other Northeast regional carriers such as APA and Red Star may go after similar wage givebacks.

Central Freight Lines Purchase Final.

Roadway recently completed its efforts to purchase Central Freight Lines, a non-union regional carrier in the South. This move adds another piece to Roadway's network of non-union regional carriers: Viking, Spartan and Coles. With Roadway's backing, Central is likely to continue its expansion efforts at an accelerated pace. Central currently has 67 terminals in Texas, New Mexico, Oklahoma, Arkansas, Tennessee and Louisiana.

Paid-Time Guidelines Established for Drug Tests.

The National Grievance Committee on March 31 adopted general guidelines for paid-time when freight members are subjected to drug testing. City and road drivers are to be compensated at their straight time hourly rate "for all time at the collection site." Travel time to the clinic would be paid one way if the clinic is between the employee's home and the terminal, or both ways if it is not "reasonably en route." During the employee's shift, the employee will not be required to take his/her personal vehicle to the collection site to take a random drug test. Local unions have received copies of the guidelines; or contact TDU for a complete copy.

UNITED PARCEL SERVICE

A UPS Contract Tale of 1990

When UPS serves up the pizza, or your supervisor suddenly becomes your buddy and wants to talk about the upcoming contract with you, remember one thing—management has a plan. The plan includes all the Delivering Our Future events, the talk about the competition, and the rest.

Imagine how much this costs. Package car drivers are being pulled off the job, with pay, for 30 minutes, days at a time. Glossy materials given out, prepared by a PR firm. Feeder News Network. Management training to present the program. Weekend programs, and one-on-ones. This single little part alone is estimated to cost close to $10 million. Now multiply that by all the other parts of the program in this contract year.

Why would the "Tightest Ship" spend many millions of dollars on this? Because they believe this investment will save them a lot more in the contract we get! And they might be right. Remember 1990? Management skillfully manipulated the threat of a strike to scare many UPS Teamsters into voting in favor of a substandard agreement out of fear that a "No" vote would lead to an immediate (and long) strike. Whether at the pizza meetings, the captive audience meetings, the one-on-ones, through press releases or letters to your homes, the message was always the same: "Reject this agreement and come Monday you'll be on the street."

The IBT leadership, under Billy McCarthy, did not combat the program. While officially saying they opposed ratification, the IBT took a dive in '90. They provided no game plan, and aped the UPS position. They left the playing field to UPS's propaganda, and it worked on the rank and file.

On the very day that all ballots had to be in (after it was too late to affect anyone's vote) UPS and the IBT made a public announcement. If there should be a rejection, both sides had mutually agreed to continue working while the contract was mediated with the help of the Federal Mediation and Conciliation Service. But it was too late, 54% had already voted Yes.

With a new International leadership committed to involving the rank and file in the contract process, UPS Teamsters don't have to worry about a repeat performance from the union side. But that will not prevent UPS from turning up its propaganda machine to scare and mislead the rank and file into settling for a contract that does not address our major problems.

Ironically, the threat of a strike in 1990, just as in 1993, should have been our weapon, not UPS's. UPS has far more to lose by a strike than does the rank and file. The threat of a strike is our tool, not theirs! UPS does not want even a few days interruption in service, especially in the air market, where every day lost could cause more customers to go elsewhere. The pressure would be on UPS to settle quickly, before irreparable damage was done.

The threat of permanent replacements is laughable. This is not a single factory like Caterpillar or a mid-sized business of a few thousand employees. This is a huge multi-national corporation with 175,000 U.S. Teamsters. That number of sorters, package car drivers, mechanics, clerks and feeder drivers cannot simply be replaced and trained to make this sophisticated distribution system function properly without devastating disruption, the loss of hundreds of millions of dollars, and the loss of permanent market share in a competitive market. Unlike Caterpillar, UPS does not produce a commodity that can be stockpiled and sold while they outlast us. They have to ship when the shipper wants his package shipped.

No one wants a strike, and our union leadership has stated they will work hard to avoid one. A strike might entail sacrifices by all concerned and our union strike fund could possibly be depleted in the event of a total shutdown. (Of course, selective strike options and tactics are also available to our union.) But we cannot give up the threat of a strike, and we cannot be scared by UPS's propaganda, as so many of us were in 1990.

This is the New Teamsters union, and that means more than a new leadership at the top. It means we, the rank and file, have to fight as a union, and unite for a good contract. Save your money, and make UPS blink this time if it won't bargain fairly.

Union Contract Proposals

Following are some highlights of the union's initial master contract proposals to UPS. No union negotiator ever expects to win all his/her demands. Much will depend on our strength and unity at the local union and shop floor.

Article 4—Stewards

- Steward shall have right to leave work area to represent employee upon notifying supervisor.

Article 7—Local, Area Grievance Procedure

- Except in "cardinal sin" cases, an employee suspended or discharged shall remain on job with pay until the discipline is sustained under grievance procedure (innocent-till-proven-guilty).

Article 8—National Grievance Procedure

- Right to strike instead of arbitration (if union chooses) after deadlock at National Committee.

Article 14—Temp. Alternate Work

- Section 2 on "Disabled Employees" to require UPS to reserve specified percentage of jobs in certain classifications.

Article 16—Leave of Absence

- Gives member elected or appointed as a union official a leave of absence without pay during period of union service.
- Adds a "family leave" clause.

Article 18—Equipment, Accidents

- Adds right to refuse unsafe work.
- Numerous proposals on safety/health.

Article 20—Exam and ID Fees

- Employees to be reimbursed for CDLs.
- Full-time inside jobs for drivers medically unfit to drive.

Article 22—Part-Time Employees

- UPS shall reschedule employees in all classifications to make more full-time jobs or combo full-time jobs.
- Except where part-timer would be laid off or suffer job loss, UPS shall reduce number of part-time employees by 10% in each building per year by creating full-time jobs.
- Part-timers to fill full-time jobs before any outside hire.

Article 26—Competition

- Delete article because UPS "has much abused and violated" it.

Article 32—Subcontracting

- No bargaining unit work shall be subcontracted.

Article 34—H&W and Pension

- UPS shall make pension contributions for all part-timers to Teamster pension funds at same hourly rate as for full-timers.
- Significantly increase pension/H&W contributions.

Article 35—Substance Testing

- No specimen collection on-site or at UPS's facilities.
- Provide two chances for rehab.

Article 37—Management-Employee Relations

- UPS shall not intimidate/harass/coerce (penalties for violations).
- UPS shall not discipline over "productivity/methods standards."
- UPS may ride with driver only one (1) day per year.

Article 40—Air Operation

- More full-time Special Air Drivers, eight-hour guarantees, time and one-half after eight-hour days, 40-hour weeks.
- Part-time Special Air Drivers get three-hour guarantee (and regular guarantee), time and one-half after five hours.
- Employees with a combination of eight hours in Special Air and inside package handling shall receive full-time benefits.
- Three-hour guarantees for Air Hub/Gateway jobs, with 10-minute break, time and one-half after fifth hour; jobs assigned by seniority, with time and one-half on sixth consecutive workday, double time on seventh.
- "Air Express work will consist of Same Day Air pickup, pickups at air express counters and drop boxes and additional late air pickups"; other work performed by regular full-time driver.
- Saturday Special Air work offered to qualified list by seniority; prior to use of part-time Saturday drivers, work shall be offered to laid-off regular full-time drivers at regular pay rate.

Wages, Miscellaneous

(Economic proposals in detail later.)

- Fair wage increases in wage scale; no signing bonus.
- Uncapped COLA.
- Full-time progressions shall be collapsed.
- Multi-tier pay scales eliminated to "maximum extent possible."

(Copy of complete proposals available from TDU; free to TDU members, others include donation.)

UPS & Downs

Proposal for No Mandatory OT in Atlantic Area.

Some UPS supplements, such as the Central and Southern conference, contain provisions for package car drivers to request an eight-hour work day upon previous written notice. The Central Conference supplement also has language stating: "An employee shall have the right to file a grievance if the Company has continuously caused him/her to work over nine and one half hours per day." The Atlantic Area Supplement (covering Maryland, D.C., the Virginias and Carolinas) does not include such language, and package car drivers in Virginia report that management is requiring some drivers to finish deliveries even if it takes 11 hours. "With this much overtime available, UPS should have to hire more drivers from the part-time ranks, and provide more full-time jobs," said one driver. A union contract proposal for Article 50 of the Atlantic Area Supplement could help stop the abuses and open up full-time opportunities in some centers. It states: "AMEND to provide that there shall be no mandatory overtime."

Rank & File on Bargaining Committee for JC Rider?

The chairman of the bargaining committee for Washington state (Joint Council 28) came up with a good idea: to include some stewards in the bargaining over the rider. Unfortunately, the idea was blocked by an old-guard mentality. Bob Hasegawa, secretary-treasurer of Seattle Local 174, made the proposal, but not one other involved local would back it. Ten opposed it, and three abstained or were not present.

International Solidarity Agreement.

The Teamsters union is reaching out to our union brothers and sisters in Europe. The largest union in Great Britain on April 14 agreed to build solidarity with the IBT. The agreement with the Transportation and General Workers union (T&G), which has members employed by UPS, commits the two unions to information exchange, an educational exchange of members, and regular consultations between leaders. The unions will consult regarding UPS and the possibility of a coordinated approach to the corporation. T&G has more than one million members. The IBT is also meeting with other unions that represent UPSers in Europe.

Understanding Production Harassment at UPS

Keith Biddle
Local 355 steward, UPS
Baltimore

Much has been written and discussed concerning production harassment, but very little has been done to detail what it means and what workers can do about it. International VP Mario Perrucci has stated that we must "take the whip out of UPS's hands." As a steward, I know that no amount of contract language will accomplish this by itself. Only shop floor unity, created through information and education, will give us dignity and justice on the job.

Production harassment is an orchestrated effort to get more than a fair day's work from the worker, in this case the package car driver. The company's primary tool is the "controlled OJS ride." Management tries to accomplish two primary goals:

- Achieve the desired production number on the Operation Report (aka, the Big Lie).
- Protect themselves from grievances for over-supervision (Article 37) if the numbers don't come out.

To achieve these goals, UPS uses a three-tiered attack:

1. Schedule OJS rides during periods of light volume. This reduces package handling, allows the driver to move through the car easily, and eliminates lost production from end-of-day fatigue. It also sets up the next crucial stage of the attack.

2. Tailor the load. With most of the car accessible, the supervisor directs the preloader to "tighten up" the load quality. This may involve double checking sequence numbers, facing all labels forward, or pulling a split from a low-production section. The preloaders are ordinarily not given any extra time, but rather are chased off the clock before they're even finished.

3. Falsification of the OJS evaluation form. During the ride, the supervisor documents your every move. If the supervisor realizes that you won't be scratch that day, he will begin to mark down errors when no method error actually occurred. He probably won't review this evaluation with you, but simply put it in your file. Down the road, if you find it necessary to pursue a grievance for over-supervision, your manager will pull this evaluation out and say, "Wait a minute! Look at all these weak methods. You're right, we shouldn't be giving this driver all these rides. ... We should have begun progressive discipline long ago!"

We have seen this strategy used so effectively that the driver used virtually no sort time!

These two strategies are very effective at producing acceptable (but bogus) production numbers. The ultimate goal is to get the driver to question his/her own performance. Once that happens, the whip is in UPS's hands. However, what happens when the numbers don't come out? First, that ride is ignored. UPS will continue to OJS until the one day when the numbers do come out. In order to avoid an Article 37 grievance, they use the final tier of the assault.

What Can We Do?

Create and distribute a "Drivers Report on OJS Evaluations." This will allow your steward to keep track of who is being OJSed, and if the supervisor is doing anything unusual. This must be filled out very soon after the ride to be effective. Train your drivers on what to look for during an OJS.

Be sure your drivers understand one all-important fact: The UPS system is built on the assumption that drivers will achieve production through short-cuts, cheating and skipping lunch. The only way to take on the Big Brown Machine is on its own turf. Know the methods. Work the methods. Live the methods. Work-to-rule is a devastating tactic to use at UPS. Our center has been on work-to-rule since the last contract. It's addictive, and quite profitable.

Remember one basic managerial principle overlooked by UPS. Any production control (the OPs, OJS's) perceived by the workers to be unfair, inaccurate or unattainable becomes completely ineffective. When workers are faced with such production controls, they must withhold recognition of those controls. It is that recognition that puts the whip in UPS's hands.

'Inhumane Behavior' by UPS

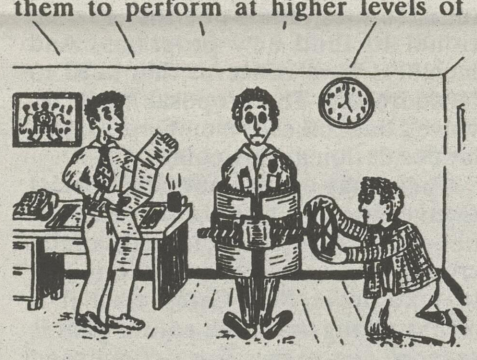
Kathy Walker
Former UPS supervisor
Roanoke, Va.

In regard to the UPS article that was published on March 25 (in the *Roanoke Times*), I would like to reply that I am an ex-supervisor from the UPS Roanoke hub. I also worked in the Bristol, Va., UPS hub. I would like to verify that employees at UPS are frequently humiliated in front of their peers and that great pressure is put on them to perform at higher levels of production. This pressure, however, is not limited exclusively to hourly employees. Supervisors are routinely pressured to attain greater production levels from their employees.

On the job pressures were not limited to production. Injured workers who had been placed on light duty by a doctor were given fewer work hours and a less desirable shift in an effort to force them back to their regular job before they were physically ready.

It was my experience that every facet of UPS is filled with excessive stress and pressure. I strongly disagree with UPS spokesman Ken Sterad, who said, "But treating someone inhumanely, that is unacceptable to us." Webster's Dictionary defines inhumane as "lacking pity or kindness, brutal." I saw as well as experienced many examples of inhumane behavior on the part of UPS management.

(Letter to editor of *Roanoke Times;* published with author's permission.)



Squeezing out another lunch break.

Stop *Karoshi:* Vote Dignity

Joe Adkins
Local 677, UPS
Waterbury, Conn.

Karoshi is a Japanese word that means "death by overwork." The primary symptoms of *karoshi*, which are stress-related, are chronic fatigue, headaches, backaches, ulcers, colitis, high blood pressure, heart disease, knee problems, depression, gastrointestinal problems, and family breakups. Based on the replies to the IBT's UPS survey, a vast majority of UPSers experience one or more of these symptoms. Why?

Karoshi begins when every day turns into a contest against time, and every minute marks one more losing round. Numbers define everything, and both the pace and method of work are constantly monitored. UPS is notorious for its production harassment. This campaign to strip UPSers of their dignity and human rights is being carried out in a well organized, systematic fashion at the expense of our well being and reasonable working conditions.

The contract proposals presented to UPS by Carey and Perrucci, in conjunction with the members, can prevent *karoshi* and give us back decent working conditions, dignity and our human rights. To accomplish this the rank and file must redefine and rethink our priorities when it comes time to vote on our contract. If money is our main priority and we vote with our wallets, *karoshi* will flourish and UPS will continue to treat us like brown dogs. We cannot let UPS buy our dignity or substitute blood money for human rights in the workplace. The choice is ours.

Is 25-and-Out Possible?

A lot of Teamsters are wondering if early retirement can be won in the UPS contract. This means a 25-and-out program in the Central States (and some other funds), and it means changing the "Golden 85" (years of service plus age) in the West to 75.

This issue is complicated and a number of old guard officers are trying to confuse the matter and use it against Ron Carey. Here is a brief explanation of how the process of pension improvements works.

The union negotiators bargain with UPS a dollar amount per hour, day or week worked, to go into the pension fund. Based on that income, and on other factors like expected interest income and life expectancy, the trustees (half union, half employers) of each pension fund decide how much and what kind of benefits to provide.

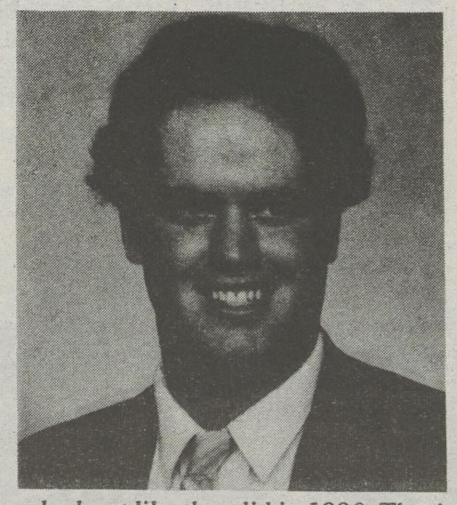
Prior to the IBT election of 1991, the top negotiators and the pension fund trustees in the large funds were pretty much the same people. But no more. We know the chief negotiators, Carey and Mario Perrucci, would like to win early retirement programs, because each of them has negotiated 25-and-out in their local pension funds.

Perrucci has asked each pension fund to provide information to the negotiating committee, on what kind of money it would take to provide 25-and-out. Hopefully they will work with the union negotiators. But the major pension funds, such as Central States and Western Conference, still have the same union trustees, the ones who lost the IBT election. Some of them are showing they will try to block positive new programs, just to make Carey look bad.

Winning new benefits or bargaining more money from UPS may not be easy. But members who care about early retirement programs should let their officers know what they want, and that we don't intend to be fooled by any games that could be played at our expense.

Get Organized!

Tom Dalton
Local 41, UPS part-time loader
Kansas City



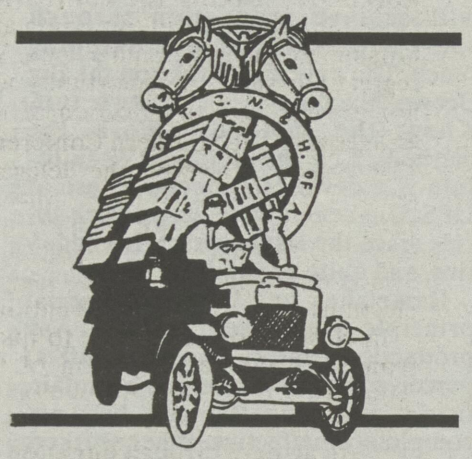
In Kansas City we're getting organized now for a decent contract this summer. We finally have leaders on the National Negotiating Committee who are ready to fight for issues that are important to us, especially to part-timers, like gains in pay equity and more full-time job opportunities. But our union negotiators can't do it by themselves, they need the support of an active membership. We are the union. We're building unity between full-time and part-time Teamsters. If we're unified, UPS can't scare us with the threat of a strike or lockout like they did in 1990. That's why we're out in front of the UPS centers distributing contract bulletins, and encouraging others to do the same.

INSIDE OUR UNION

Will There Be a Special IBT Convention?

This is the third in a series of reports on the Teamsters union's financial crisis, and what may be done to move our union forward.

This is a time of great change for our union—we are in the midst of the "Teamster Revolution." The election of 15 months ago was not the end of a



process, but the very beginning. The election was like opening a door to the future. It opened up the possibility of change, and it's now up to Teamster members to push on through that door.

Part of this process may possibly be the first-ever Special Convention of the Teamsters union, to deal with the financial mess that our International union has been put in by decades of mismanagement, and to deal with the IBT strike fund. This column takes up some of the issues involved.

Why a Special Convention?

A Special Convention is the only way our union's financial structure, including the portion of our dues that goes to the International and to the strike fund, can be changed before 1996. Neither Ron Carey nor the General Executive Board (GEB) are permitted by the Teamster constitution to make such changes. Neither can the IBT president nor GEB authorize a referendum of the members to make a change. Only a convention can do it.

The present $3.90 of our monthly dues that goes to fund the International union and also the strike fund is inadequate, and the strike fund could run out of funds before 1996. The old guard ran the union on deficit funding and took $34 million out of the strike fund to make it up. This issue was explained in the previous report in this series.

GEB members have already discussed the possibility of calling a Special Convention, as provided in Article 9, Section 7 of the IBT Constitution. The relevant language, on pages 72-73, is quite brief:

"Special Conventions may be called only when two thirds (2/3) of all of the members of the GEB deem it necessary. The GEB shall establish the rules and procedures for the calling and holding of Special Conventions, anything ... in this Constitution notwithstanding, excepting only as to the qualifications of delegates."

This gives broad authority to the GEB to set the rules and procedures, and there are no precedents to give guidance. The rules and procedures could include whether there would be special elections for delegates or the same delegates as in 1991 would go. It is widely assumed that it would be the same delegates, but that is up to the GEB. The convention would not have to be an expensive, weeklong affair. It could be, for example, one day long, called for one single purpose, and at an inexpensive location. That way the only significant expense would be the travel cost for each local to send delegates.

The Lineup of Forces

At this point, many old guard officials are all too ready to do anything to hurt Ron Carey. R.V. Durham, Jack Yager and Jerry Cook are certainly in this group. Even Chuck Mack, Northern California Joint Council 7 president who ran on the Durham slate, recently noted that there are officials who would gladly see the Teamsters union go down the drain if they could blame Carey for it. They want to take down Carey, bust TDU and defeat the Teamster revolution.

At the 1991 IBT Convention in Orlando, Fla., Carey had the support of just 15% of the delegates, many of them from TDU-aligned local slates. Durham had some 50%, and Shea about 30%, with a small number in no camp.

Nobody knows where the delegates stand on the issue at this point, and no specific plan has been proposed. The New Teamster forces could look toward the Carey delegates, plus a number of officers who have decided to support the new directions of the union, and some significant blocs of votes in the East and possibly in Canada. So it could be close.

The Membership Factor

If the GEB makes a proposal for changing the financial structure, it will have to take into account the needs and concerns of rank and file Teamsters and local unions. And the GEB will have to build support for it.

The membership can become a factor in this process. Consider what happened at Orlando, two years ago. The Right to Vote on all IBT officers passed unanimously. Think about that. Only the 15% of the delegates behind the Carey slate were really committed to that principle. The vast bulk of the rest of the delegates had shouted it down five years earlier at Las Vegas. But the "miracle of democracy," the pressure of the upcoming membership vote and the vigorous campaign going on, caused every single delegate to back the Right to Vote! The same miracle happened on a few other issues as well.

It will be harder to get anything close to a unanimous vote on a change in the funding structure of the union than on the popular issue of the Right to Vote. "No new taxes!" always has appeal. But only 51% is needed. A vigorous campaign among the members by Carey and the leadership could help set the political table.

Forums and debates could possibly be set up in various areas of the country. The *New Teamster* magazine could offer pro and con pages to take the issue to the members. Intelligent debate and a wide-open appeal to the members can only build support for the forward motion of the union, and undercut the old guard's stand of weakening our union.

Right now the issue is being considered mainly by officials, out of the light of day of the democratic process. This puts the old guard at great advantage.

They are saying Carey is spending too much, though he has cut out fat. They say he hired too many International Reps, though he has cut the number down. They say he pays too much, though he has eliminated the multiple salaries and cut his salary. And they act like they don't care about our strike fund. They will not be able to maintain these kinds of lies in a strong debate.

What Would the Proposal Be?

There is no proposal worked out at this point, and hopefully a lot of input will be considered in formulating one. It would have to provide more funding to the strike fund, as outlined previously. Some proposals have been floated that would provide financial relief to local unions or the International to fund new programs. And members have concerns that need to be addressed. The proposal might involve a dues hike for members. All this is speculation at this point.

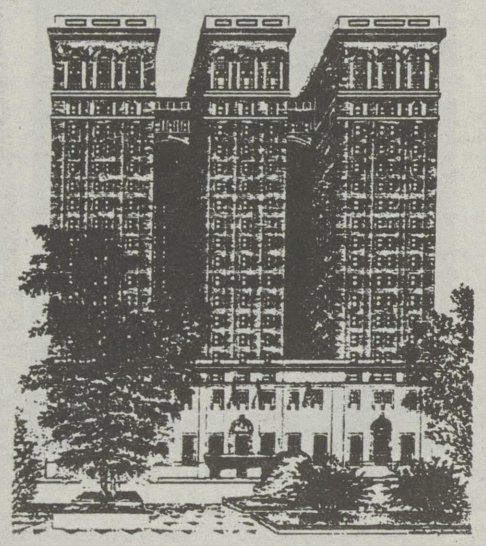
There may or may not be a Special Convention in our union. But we know for sure there is a financial crunch, and an old guard determined to take down Ron Carey even if it means taking down the union. That is reason enough for concerned Teamsters to be discussing and learning about the issues involved.

All Teamsters will need to consider if they want our union to go forward into the 21st century, or back to the old guard days and ways.

Next in the series: Where your dues dollar goes.

1993 TDU Rank & File Convention

Plan to be in Pittsburgh, October 29 to 31, for the 18th annual TDU Rank & File Convention. The convention will be held at the Westin William Penn, a grand hotel in the heart of downtown.



The convention is your chance to meet with the best Teamster activists, labor educators and attorneys. We'll elect our leadership and make plans for the year ahead. Want to know more? Contact the TDU office. And mark your calendar now.

Feinstein Kicked Out of Union

Barry Feinstein, whose lavish lifestyle at the expense of his New York Local 237 members was detailed in the last issue of *Convoy Dispatch*, is finally out of the Teamsters union. In an agreement with Investigations Officer Charles Carberry, Feinstein is banished for life from the union. Feinstein was formerly the president of Local 237, the president of Joint Council 16, a member of the policy committee of the Eastern Conference, and on leave of absence from his position as director of the IBT's Public Employees Trade Division.

President Carey has placed both Local 237 and JC 16 under trusteeship. The intent of the JC 16 trusteeship is to conduct an election "as expeditiously as practicable" among the officers of the locals. Carey noted that with the removal of Feinstein all of the current officers of the joint council are appointees. "In virtually every instance," Carey notes, "the vacancy was created by the removal or resignation of the incumbent as a result of charges brought by Investigations Officer Charles Carberry and allegations of corruption."

Zero for seven is a lousy batting average even for an expansion team.

While Barry "is not a happy camper," according to one of his aides, he will not leave with empty pockets. He is eligible to receive $11,000 per month for life from just one of his four Teamster pensions.

SOUTHERN CONFERENCE CONVENTION

SCT Convention, Week of June 21

Open Letter to Local Union Officials in the Southern Conference of Teamsters

— From the Memphis Chapter of TDU

First, since this is an open letter, we wish to provide rank and file readers with some background information. The Southern Conference Convention will convene the week of June 21 at Pine Mountain, Ga. The convention is held every four years to elect the leadership and set the policies and direction of the conference. Each local union, joint council and state conference will send two delegates to the convention, the principal officer and, in most cases, another officer on the executive board. Those delegates will select the conference policy committee (the conference's ruling body) and may also propose amendments to the conference bylaws, resolutions, policies, etc. The policy committee will take office on July 1 and will select from its ranks the chairperson and secretary-treasurer.

We have decided to write this open letter because unlike the 1991 IBT Convention—which had special delegate elections and thus a sizable number of rank and file delegates—the Southern Conference Convention will largely be a convention of officials, much like International conventions were prior to 1991. The rank and file will have virtually no direct voice at this convention, except through those officials who carry with them a commitment to stand up for unionism, solidarity and working Teamsters.

And so it is difficult to have a lot of faith in the goals and priorities to be set at the upcoming convention. Many of our local officers are parroting the likes of current chairman Jerry Cook, R.V. Durham and others who spread half truths, distortions and outright lies about our International leadership. The current Southern Conference policy committee (along with the Central Conference policy committee) is fighting our elected General President and General Executive Board and attempting to undermine the forward progress of our union for their own narrow political purposes. Therefore, we'd like to suggest some goals for the convention.

Support Grievance Procedure Reform

The conference would do well to direct that the lawsuit filed in Detroit in an attempt to block grievance reform be dropped, and that no union funds be expended to block the reform of our grievance procedure. We believe the Southern Conference should endorse the reforms in the grievance panels put forward by the International union and work to implement them in the South.

Support Pension Reform

Most full-time union officials in the Southern Conference are accruing benefits under at least three pension plans: The Affiliates Plan, Central States, and the Southern Conference Pension Plan, which is solely under the control of the conference. The Southern Conference Pension Plan is so well-funded from our dues that it could afford to pay Joe Morgan Sr. a lump sum of $1 million and Luther Watson nearly that amount. The conference delegates should move to phase out this plan in accordance with ERISA law.

Also, the Southern Conference (which along with the Central Conference controls the union trustees of the Central States Pension Fund) should pledge to cooperate with our International leadership as they negotiate the next round of master agreements (UPS, freight, carhaul) toward the goal of making a 25-and-out pension benefit a reality.

Coordinate Organizing Efforts

In order for our union to be able to organize successfully throughout the conference we must have: (1) internal organization and education in our local unions to develop rank and file organizing committees, and (2) coordination and cooperation among local unions, the conference and the International union to set realistic organizing targets and win those campaigns. The convention delegates should commit their local unions and the conference to work toward these goals.

Adopt Fair Local Election Policies

The IBT's Proposed Model Bylaws for Local Unions contains language for elections to be held by mail-ballot referendum, independently supervised by a neutral third party. The conference should move to support this program, which is cost-effective and fair to all parties in an election.

End Multiple Salaries

Ron Carey has moved to eliminate the collection of multiple salaries by International officers; however, no such prohibition exists at the conference level. Southern Conference delegates should amend the conference bylaws to prohibit officers from accepting multiple salaries.

End Extravagant Expenses

Our conference bylaws provides a golden parachute to the chairman and secretary-treasurer of the policy committee when they leave office that entitles them "Chairman Emeritus" and "Secretary-Treasurer Emeritus" and furnishes to each "a car and expenses including but not limited to the following: gasoline credit card, and credit cards to cover air travel, etc., and shall pay all expenses involved so that they may attend functions of the Union at any time." Under this section of the conference bylaws retiring chairman Joe Morgan Sr. in 1991 was given "a 1990 Lincoln Town Car, having an original cost of $25,788 and a book value of $23,128 ... in appreciation for past services." (From 1991 conference LM-2 report.)

The bylaws also contain a section that allows the policy chairman, his wife, family and secretarial help to travel in the United States or abroad at the expense of the conference. Ron Carey and his delegates advocated removal of an identical perk for the General President from the IBT Constitution but was outvoted at the 1991 convention; however, Carey has stated he will not take advantage of such a clause.

The Southern Conference delegates should amend our conference bylaws to delete these two sections entirely.

Leadership to Reflect Diversity of Membership

The membership of the Southern Conference of Teamsters is extremely diversified in race, ethnicity and gender. We are proud of this diversity, as we are proud that our union stands for the solidarity and the benefit of all working people. The delegates should select a leadership on the policy committee that reflects the diversity of the membership.

Right to Vote for Delegates

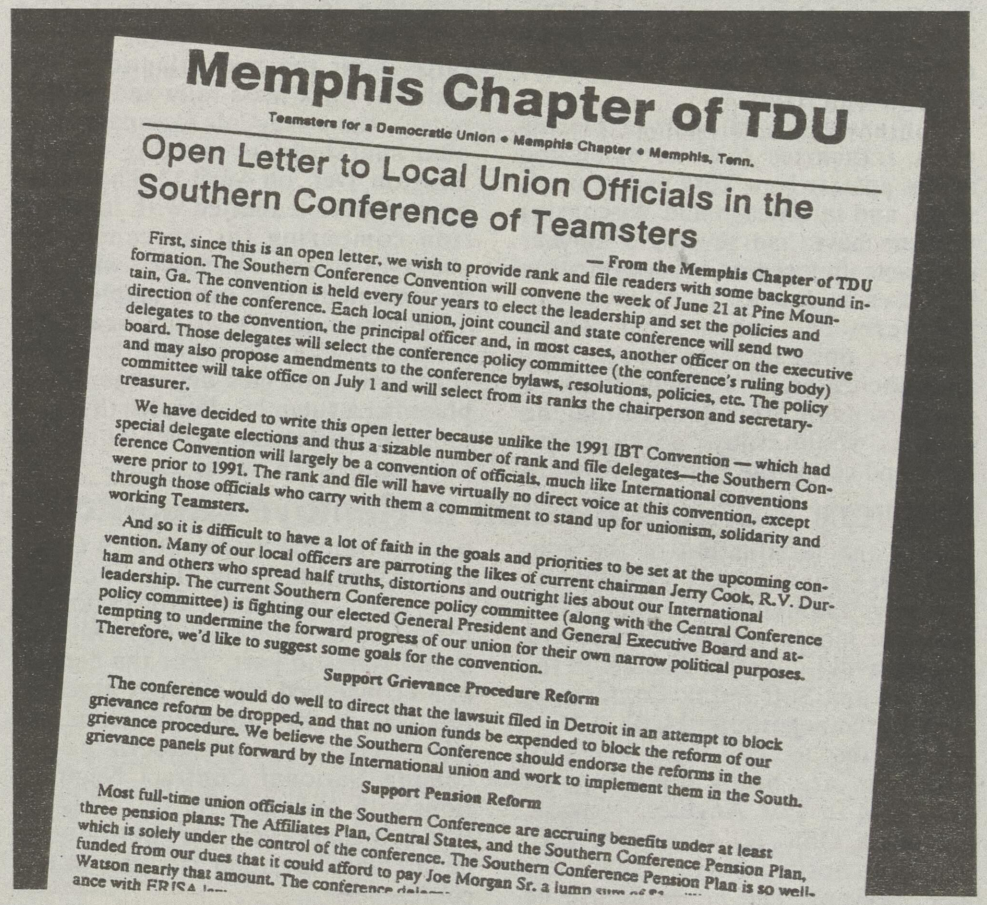
Finally, the Right to Vote in special elections for the delegates to the IBT Convention is a key ingredient for democratic processes and elections within our union. It provides a mechanism for the rank and file to elect delegates straight from the workplace, making the convention more representative of our union and broadening the issues and debate. We regret that such an opportunity was not provided for the election of the delegates to the Southern Conference Convention. However, the delegates at this year's convention should seriously consider and debate the merits of amending our conference bylaws to provide for special delegate elections prior to future conventions.

In closing, we would like to quote from the "Objects" section of the Southern Conference Bylaws, which states in part:

"... to achieve through our close association a stronger bond of fraternity and understanding among the officers and representatives of our organization to the end that our membership may benefit, our organization grow stronger and our International Union increase in stature and prestige."

We would ask our local union, joint council, and state conference officials to keep these objects foremost in mind when they convene at Pine Mountain for the Southern Conference Convention.

The open letter is being sent by the Memphis Chapter of TDU to the principal officer and executive board of all local unions in the Southern Conference. Memphis TDU is encouraging Teamster members to question local officials on their goals for the convention, to demand their support for reform, and to request a report to the local's membership following the convention.



Memphis Chapter of TDU

Teamsters for a Democratic Union • Memphis Chapter • Memphis, Tenn.

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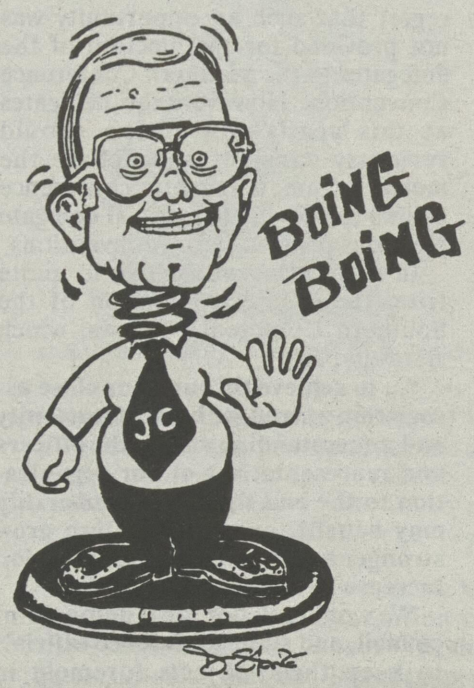
GROCERY, LOCAL UNION NEWS

An Idea: Buy a Cheap Toy Leader

'Its' Time Has Come in Local 528!

Ken Hilbish
Local 528 steward, Kroger
Atlanta

A new spirit may be sweeping through the Teamsters union in many locations but in Local 528 in Atlanta it's status quo. Since the closing of Big Star many union brothers are without a job. With Kroger needing to hire 10 drivers at the same time of the closing, you would think the local would at least attempt to get some Big Star drivers on at Kroger, but that's not the case. Instead we see Kroger probationary employees forced to work over 60 hours and told not to log, and the company seemingly ignoring Big Star drivers. As I'm not privy to these applications and I cannot judge Kroger's hiring policy, I can't comment on the way Local 528's leadership turns its back on the members when they need union support the most.



Let's face it, in no uncertain terms Jerry Cook's local is little more than a joke and no threat to any employer under contract with it. It is obvious what kind of leadership runs this local when Cook himself issues a letter to all stewards not to file NLRB charges on behalf of the union. The only reason a steward would have to take such steps would be because the local wasn't doing its job. I know, since I was one of the stewards who had to follow this procedure.

Even now, less than six months after a new contract was ratified, Kroger has installed a Cadec computer system in its trucks, which will affect time and pay, and if Kroger has its way, discipline. They have also gone back and rehubbed all store mileage through city and back roads, ignoring expressways and safety. At a recent meeting with driver stewards, Kroger officials did not even have the mileage figures or the new routing. They just wanted blanket approval. Where's our union leader? Sitting on his hands as usual. The man doesn't know the definition of unilateral change. In fact, Cook's BA wanted stewards to approve the changes sight unseen and "if there's a problem we can go back over it later."

I have a suggestion. We can eliminate Cook's position and on his desk place one of those toy animals that shakes its head Yes when you slap the back of it. I doubt any of the members could tell the difference, and the companies would get the same results they get with Jerry. I'm sure it would at least save the local some expense money.

IBT Says No to Coke

Coca-Cola is one of the prime examples of the runaway corporate greed of the last decade. Over the last eight years, Coke's 14 executive officers received over $450 million in compensation. In 1991 alone Coke's chief executive was paid a whopping $63.5 million. Yet despite this extraordinary largess for the top dogs many of the company's other 28,000 employees and the employees of Coke distributors are forced to struggle for basic human rights.

For example, in Marvin Herb's Coke franchises (a band extending across upstate New York and Pennsylvania, and in Chicago and Wisconsin) workers have had seven- to 10-year contracts imposed on them with wage increases as low as 10 cents a year. Furthermore, when two small Teamster units in Terre Haute, Ind., and Rochester, N.Y., decertified, a company publication boasted that the workers would enjoy "going union-free" and called the day they voted to decertify "a landmark day." The publication further praised the employees for voting "to link their future with management's."

Fed up with these union-busting antics, the IBT is developing a corporate campaign focused on the parent company to pressure it to enforce some standards of decency among its distribution (franchise) network. The campaign began as local unions throughout the mid-Atlantic region gathered for a mass rally and protest outside the Coca-Cola Company's annual shareholders meeting in Wilmington, Del., on April 14. The shareholders were leafletted with information comparing the obscene wage packages of top executives with the mistreatment of its other employees.

Teamster locals with Coca-Cola contracts, with the help of the IBT's corporate strategies department, are planning a summer offensive that will include leafletting drives at major Coke-sponsored public events.

Brewery Workers Petition to Remove Laughton

With the termination of the contract less than a year away, some brewery Teamsters at Anheuser-Busch are more than a little concerned about David Laughton, director of the Brewery and Soft Drink Conference, heading the negotiations with A-B.

Petitions to rid themselves of Laughton are being circulated at breweries in Los Angeles, Newark, Columbus, Ohio, Baldwinsville, N.Y., and Manchester, N.H., Laughton's own backyard. The petitions will be sent to General President Ron Carey in late April or early May. The petition cites Laughton's concessionary record at the bargaining table with A-B and states in part, "For the benefit of all concerned, we strongly urge the removal of Mr. Laughton from the position of chief negotiator of the upcoming National Contract Negotiations with Anheuser-Busch." This action may spark even more petitions to be circulated at other facilities in the conference.

Houston Local Hits the Roof

Charles Crawley
Local 988, Houston

Well, Houston Teamsters, it's roof time again in Local 988. It's at least the second time. At a union meeting on April 18, a low turnout of the membership voted 2-1 to give President Richard Hammond what he asked for: a $20 per member dues assessment to fix our roof, to be deducted at $5 per month for four months.

We all want our union hall to look good and be in good shape. The point is financial accountability. And that, as Yogi Berra once said, "This looks like deja vu all over again!"

In 1984 we were told by Hammond that he needed $50,000 and we would get a new roof to stop the leaks and water damage. While dues were high at two-and-a-half times our hourly rate, Hammond said he needed the one-time assessment to do the complete job right. So the membership voted for the assessment.

Well, that should have been the end of major roof problems, and we should all feel good that we did the right thing, right? WRONG. It turns out that Hammond didn't fix the whole roof, he just had it patched over his office and places where it was leaking. What happened to the rest of the money? You need to ask Mr. Hammond that question.

Now we're going to fix that same roof again, and if my math's correct we're told it's going to cost over $70,000. Wow! What is this, gold-plated instead of tarpaper, pea gravel and tar?

If this is news to you, you're not alone. Notices were supposedly put up on all local union bulletin boards to announce the vote. But a lot of members are saying they never heard about the important meeting, which may account for the low turnout.

Many questions remain regarding this second roof job, and members should demand more accountability this time. For example:

- Who gave the estimate? A reputable business, or relatives or hunting buddies?
- How many estimates did we get?
- Did we appoint a small committee of members to take bids, check estimates, etc., or anyone for that matter besides Hammond?
- Will we use union roofers?
- Why has Local 968 refused to pay its share?

Well, it's only money—your money, Houston Teamsters. I want to keep our union hall maintained and looking good, as most members do. But let's have some accountability to stop wasteful spending for a roof that never seems to get fixed.

Grocery Bag

Safeway Boss's Platinum Parachute.

Former Safeway chief executive Peter Magowan, 50, bagged a $3 million severance deal and at age 55 gets an annual pension of $658,995. His Safeway stock and options total $9.4 million. Teamster JC 7 President Chuck Mack labeled the outrageous bonanza a platinum parachute that "... puts the company in a difficult position in contract negotiations, when they say they need breaks because they have to compete with (discount) stores." Ironically, a working Teamster at SDMI (Safeway) in Tracy, Calif., calls his new five-year concessionary contract a "golden shower."

Lucky Loses Sex Appeal.

Lucky Stores lost its bid in the U.S. Court of Appeals to replace the judge who ruled that the chainstore illegally refused to promote women out of deadend jobs. The judge may force Lucky to fork over $90 million in back pay and damages. The appeals court may also fine Lucky for filing a frivolous motion seeking to have the judge removed from the San Francisco sex discrimination case.

CARHAUL NEWS

Ryder Trip Leasing Threatens Jobs

Drivers at Complete Auto Transit at the Lawrenceville, Ga., terminal who are on layoff are being forced to sit by and watch drivers from another Ryder-owned company, Commercial Carriers Inc., do their work.

Drivers at CAT were put back to work as a result of last year's contract negotiations. Ron Carey took a hard line with Ryder and forced the restoration of union jobs for the drivers forced out of work by Ryder's non-union QAT operations. Now CAT seems bent on doing exactly what it wants by claiming that it can run anybody out of Lawrenceville because the work is dispatched through Ryder Freight Brokerage, a non-union releasing agent.

In Nashville, CCI posted a notice on the board requesting "two volunteers" to haul out of the Lawrenceville CAT terminal. An Article 48 grievance, which prohibits trip leasing between two different companies when drivers are on layoff, was filed immediately. And charges are expected to be filed with Local 327 against one driver who volunteered for the work. In Jacksonville, Fla., CCI offered the work to its drivers too and some are taking advantage of the work.

Grievances were filed by Lawrenceville drivers under Article 33 ("Work Preservation") and Article 48 and are awaiting a decision at the national level.

"We have roughly 100 drivers on layoff," said M.C. Jordan, a Lawrenceville driver. "Drivers from CCI are being allowed, shamefully, to work our board. The International needs to stop these carriers from forcing or allowing union drivers from other companies to do the work that is rightfully ours. This is nothing more than the company being allowed to exploit union drivers and undermine all the hard work Carey and the union negotiating committee did to preserve our jobs hear in Lawrenceville," Jordan said.

Jordan continued, "Good union principles dictate that this cannot be tolerated. We expect the National Grievance Committee to take a strong stand against Ryder on this."

Drivers Resist Competitives Despite Use of Fear Tactics

George Beam
Local 651, NuCar
Georgetown, Ky.

At Georgetown, Ky., CCI and Convoy, both Ryder companies, merged seniority lists and are now known as CCI. This seems to be the prelude to Ryder asking for competitive relief from the drivers. The first offer was traffic between Georgetown and Memphis, Tenn. The drivers stuck together and turned this down 100%!

CCI decided only the old 12-car equipment could backhaul from Memphis though the new "quick loaders" can haul the same loads. Now an equipment pick is being held. Seems like utilization of equipment has a new twist—the longer it has been around, the better chance it has of making money. Or is this to punish drivers for sticking together?

After this, the drivers were asked to take a 10-cent a mile cut on the headhaul. This was turned down when the drivers were informed that a similar proposal didn't fly with Leaseway a short time earlier.

The next step was for the terminal manager to call drivers into the office and threaten their jobs if they didn't accept another competitive, this time between Georgetown and Dearborn, Mich. It seems that CCI was banking on fear and some drivers' lack of knowledge of the contract to make this work. A vote on the half rate was held on April 19 and rejected nearly unanimously. As far as is known here, the half rate is only being voted at Georgetown.

Did you ever wonder why the companies get to try repeatedly for cuts in our pay, but if the drivers try to get rid of an oppressive competitive, the companies never want to allow a vote?

Leaseway News

In other news, Leaseway has come up with a new definition of "rail competitive." If the trucks are cut back far enough, the railroad can keep up with the trucks, thus making them competitive!

None of Leaseway's formulas for calculating revenue seem to include time as a factor. As a result, the trucks are safety hazards on the highway, often going less than 30 MPH in 65 MPH zones. The drivers are being "asked" to work more than five days a week to make up the difference.

Reformers Sweep In Local 493

Congratulations to Don Villa, John Sarantopolous and the entire slate of reformers who swept the officer elections in New London, Conn., Local 493. The elections had been delayed after the resignations of former President Frank Scopino and Secretary-Treasurer Ken Morrill, following a long battle with Judge Lacey. At press time it was learned that with a high voter turnout in the mail ballot election, the 1,300-member local voted overwhelmingly for the new reform team.

Old Guard to Pursue Lawsuit

Central-Southern Panel Held in Detroit

In early April in Detroit, the Central-Southern carhaul panel hearings were held without incident, with Carey's appointee as union chair. Three days before the hearings, federal judge George La Plata ruled against a motion for an injunction to install Brendan Kaiser as the union chair. This lawsuit is being pursued by Jack Yager, chairman of the Central Conference, and Jerry Cook, chairman of the Southern Conference, to try to block grievance procedure reform.

Kaiser spent time at the hearings wandering the hallways and looking very unlike his usual loud self. However, the old guard intend to continue to pursue this lawsuit and other actions, in alliance with the employers, to try to derail grievance reforms.

Thousands of carhaulers have given Ron Carey the mandate he asked for, with postcards in support of taking necessary actions to move the old guard out of the way and speed up the reform process, which has only begun.

IBT Supports 'Single-Payer' Plan

U.S. Health Care to Be Cured?

continued from page 2

concept of managed care has been around for decades. According to Physicians for a National Health Program, 65% of the insured population is now in some kind of managed health plan. But costs—premiums and copayments—continue to rise.

Many critics say Americans will have to give up some health benefits to afford health care for all. But Canada's system gives everyone full benefits. That can happen in the United States by reducing administrative costs from the 12% to 14% now paid to the 1% to 4% paid in Canada.

Two things will have to happen for the United States to provide quality health care for all: (1) doctors and other providers will have to stop getting richer every year, and (2) insurance companies will have to forgo profits or be terminated. According to Senator Howard Metzenbaum (D-OH), 50% of all health care dollars flow through insurance companies, which keep a quarter of that: about $100 billion total.

Managed competition will maintain this unneeded expense. In the months to come, insurance companies, drug companies and similar interests will spend millions on advertising and lobbying to protect the huge profits they make off our health care. One study says that over the last 13 years, the health and insurance industries have given over $153 million to congressional candidates. It will take a lot of grass-roots pressure to overcome that kind of influence.

To express support of a single-payer national health plan, ask your congressional representatives to co-sponsor the Wellstone-McDermott bill, H.R. 1200 and S. 491. For information on joining the campaign for a single-payer national health care system, contact Jobs With Justice in your area, or at (202) 434-1106.

TDU ON THE MOVE

Members Spread Local Bylaws Reform

continued from page 1
prepared with their own copies of the model bylaws from the TDU office. TDUers in Local 604 are vocal, involved, and bent on reform, according to Mike Hadden, chairman of the Gateway TDU Chapter.

Tacoma, Wash., Local 313

Tacoma Local 313 on April 13 passed the elected stewards language from the IBT's model bylaws, and other bylaws improvements. The 150 members present passed this overwhelmingly, after it was recommended by the bylaws committee. This is the second year in a row that Local 313 has improved their bylaws. A split among the members present prevented passage of language on a local strike fund. County employees, who cannot strike, came out against it. After the meeting, some members discussed the need to work out a broader proposal that will be acceptable to all members.

San Francisco Local 216

In March, this 500-member construction local voted 46-1 to adopt the entire package of bylaws changes recommended by the Carey administration. The sweeping changes were proposed by a unanimous executive board, which has taken the Bay Area lead in strengthening and protecting members' rights.

Secretary-Treasurer Dave Daneluz believes his local needs and welcomes rank and file involvement, and now it will be easier to get members involved in shaping the local's policies and programs. "These changes will bring the union to the ranks," said Daneluz. "We need their involvement. In our industry the members must be the local's eyes and ears."

Wisconsin Local 344

The membership of Wisconsin Local 344 adopted several changes from the IBT's model bylaws, which were also endorsed by the local executive board. "I was especially happy to see our local leaders promote membership participation by holding special meetings throughout the state," commented Howard Cook, a UPS feeder driver. "The members have voted in favor of greater democracy and accountability. Now we have elected stewards and protections on local union finances."

Lancaster, Pa., Local 771

The membership overwhelmingly adopted a series of bylaw proposals recommended to them by the newly elected executive board. These proposals not only incorporated all of the major recommendations of the Carey administration, they even went further in the area of providing financial accountability of the elected officials to the membership. Notable among the new bylaws was a prohibition against any outgoing official collecting severance pay, and a strict prohibition against the accumulation of unused vacation pay by union officials.

Reading, Pa., Local 429

In a number of locals, rank and file members were not able to overcome old guard opposition and win the votes. But they still gained victories, through the discussion of the direction of our union they caused.

In Reading, rank and file activists presented 21 pages of bylaw amendments consistent with the new IBT model bylaws. The local union executive board responded with 52 pages of a gutted version (no stewards elections or stewards councils, no rank and file vote on officers' salaries, etc.). Local 429 meetings are held on Monday nights and usually only draw 45 to 50 members. The bylaws meeting, however, was standing room only; 387 members flooded the hall. While reformers failed to get the two-thirds necessary for passage they did get a majority (218 to 169) and it was by far the largest and most spirited meeting in recent memory.

According to Don Riccio, "We didn't get the two-thirds we needed but we feel like winners. This was our best rank and file organizing effort ever and we sent Jim Burns (Local 429 principal officer) and his pals a message loud and clear. Now they know the majority of this local demands democratic reform."

Miami Local 390

Another example of a victory amidst a defeat was in Miami Local 390, which had to rent another hall to hold the large crowd. The executive board was hostile to reform and had sent a letter to the membership criticizing the bylaws amendments proposed by rank and file members: mail ballot elections, neutrally supervised; elected stewards; and membership approval of officers' salaries.

The Miami vote was characterized by an old guard tactic, head counts of those for and against the question. Still, 154 members stood up to be counted on the side of reform, while 283 voted against. Local 390 is a local with a history of membership intimidation, but where the possibilities for change are opening up.

Arizona

Strategies for a Successful TDU Chapter

Frieda Burgan
Secretary-Treasurer
Arizona Chapter of TDU
Phoenix

I have been asked to give you a few of the things we have done in Arizona to have a successful chapter. The Arizona Chapter of TDU has been very successful in keeping our members interested and active due to several factors. Our theories for this are elaborated on below.

We invite the wives to the meetings and encourage them to join TDU. This comes in handy for several reasons. They are not so apt to want their husbands to stay home from the meetings if they are involved. We have quite a few social activities and the wives are asked to bring covered dishes or otherwise help out. And there are a lot of things that spouses can do to contribute to the chapter.

We have a social hour after the meeting with refreshments available where people can stand or sit around and chat about their own crafts and compare notes. We hold our meetings on Saturday afternoon so that this does not interfere with work, and they can stay as long as they like. Some people bring their children when they can't find a sitter.

We hold regular meetings every month. We feel this is very important in keeping the interest of our people. They look forward to coming, and we invite non-members who are interested, in the hope that they will become more interested and join. We hold our TDU meetings on the Saturday before the union meeting on Wednesday so that we can plan our strategies for the union meeting. As our local officials are "old guard," this sometimes takes quite a bit of work, but we have come to run the meetings ourselves by doing this.

We have an active steering committee with assigned jobs of fund raising, recruiting new members, distributing literature, etc. For other jobs we form committees to help the steering committee out.

We held a fund-raising picnic for Ron Carey during the campaign, which was a family oriented picnic with games for the kids, a magician Ninja Turtle, volleyball, horseshoes, a band with dancing, and a big barbecue.

We hold golf tournaments, raffles, sell T-shirts, etc., to raise money for the chapter's literature and activities. We have a bank account from our fund-raising activities. We take up a collection at each chapter meeting for petty cash to buy stamps and miscellaneous items.

We are very proud of our chapter and are really like one big happy family. We feel this is very important. If anyone needs help, there is always someone right there to help them. If we need to go out and leaflet for some reason, such as in support of the Diamond Walnut strikers, all we have to do is get on the phone and we have several volunteers.

I hope this helps you out to make your chapter as successful as ours is.

TDU Steering Committee Charts Progress

The TDU International Steering Committee (ISC) met in late January and meets again in late April to chart TDU's progress and guide our efforts to make the Teamsters union stronger and more democratic. The ISC is elected each year at the TDU Rank & File Convention, and consists of 17 members and three alternates, who are Teamster activists and leaders from across North America.

At the January meeting, TDU organizer Ken Paff led off with a report on the great progress we've made, and the distance we have to go. To some, the victories at the International level within the union have brought frustrations as well as celebration. Many members want to see changes continue at a much quicker pace, which is understandable.

TDU finances remain a problem. As a grass-roots movement, TDU relies on dedicated members to make donations and/or pledge a monthly amount. And most of all, we rely on recruitment of members. Recruitment and growth is on the ISC agenda each meeting, and will be the first item of business in April.

The committee discussed the need to revise the pricing of *Convoy Dispatch* bundle orders, which have remained the same for four years, while costs have gone up. The financial subcommittee is looking into that.

In other business, the ISC:

- Set the TDU Convention for Oct. 23-25, with two alternative sites to be investigated: Atlanta and Pittsburgh. After investigation by the staff, the Pittsburgh site was chosen. The convention will be at the Westin William Penn Hotel in Pittsburgh, and all TDU members are invited.
- Discussed the state of the Teamsters union and the need to take the offensive to educate the membership on the problems the union faces. These include the financial problems facing the International union, and the old guard officials who would seem almost happy to take down the Teamsters, if they can blame Ron Carey (or TDU) for it.
- Revised and reaffirmed the Women and People of Color Committee (WPOCC) of TDU.
- Discussed strategies in the upcoming UPS contract. TDU is working to educate and unite Teamsters at UPS, in local areas and nationally. To date, three contract bulletins have come out and a number of meetings have been held to build local and regional networks.

LETTERS FROM OUR MEMBERS

Member Responds to Durham Letter

As a Teamster with great respect and pride in our union, I am compelled to speak out, as R.V. Durham would say. I am compelled to speak out about R.V. Durham's open letter of Feb. 9, 1993.

Brother Durham—I had also hoped the campaigning would cease by now, but it is not General President Carey who continues campaigning, it is you who continues to rip our union apart with your lies.

Brother Durham—the reason you chose to be a candidate for General President was because you, sir, were hand picked by the General Executive Board and General President William "Billy" McCarthy. So the rank and file knew that your so-called "New Direction" was the same direction which cost our great union 750,000 members in the past 12 years.

Brother Durham—this ridiculous accusation you made about General President Carey and our new leadership creating the mess our union is in today can only be equaled by the Republicans placing blame for our national debt on President Bill Clinton.

Brother Durham—you were NOT elected. We, the rank and file, proudly chose General President Ron Carey. So just crawl back under your rock, lick your wounds, and let our elected officials run our union.

DeForest Haskell
Local 886, CF
Oklahoma City

Rank & File Pressure Ends JC 7 Severance Bonus

I want to thank the many sisters and brothers who joined me in circulating a petition to the delegates to Joint Council 7 demanding that they rescind the $500-a-year severance bonus for JC 7 executive board members. The response of the rank and file was overwhelming.

The delegates heard about your anger at this ripoff even before we turned in the signed petitions. At the last JC 7 meeting the delegates voted to rescind the severance bonus in response to your pressure. Congratulations to all of you!

But this battle is not over yet. Chuck Mack says that future retirements will be handled on a "case by case" basis. If this arouses the same suspicions in you that it does in me we'll clearly have to remain vigilant against future ripoffs.

Furthermore, after the meeting I asked Mack if we were going to attempt to recover the money that was retroactively given away to Al Costa and Vince Aloise as a severance bonus. His answer was "No!"

As you can plainly see there's been a change of policy but not a change of heart. If we are ever to turn JC 7 around so that its top priority is service to the membership, rather than goodies for the officers, we'll have to stay organized and keep the pressure on.

Thanks again for your efforts!

Steve MacDonald
Local 490 VP, Lucky driver
Vallejo, Calif.

Increase Pensions, Not Wages

In the next freight contract, I do not want our union negotiators to try to get me any more money toward my hourly wage or mileage on the road. The next increase should go to help strengthen our union with better retirement benefits and major improvement in spouse benefits.

The people I have talked to agree that this is what we need. President Clinton is going to raise our taxes, so why give the government the money? Put the money where it is needed.

Many people don't stop to think that if we had better pensions a lot of older Teamsters would retire, moving others up the seniority list and creating new jobs. This also gives an incentive to non-union Teamsters to join our union when they see what good retirement benefits we get. We need 20-year and 25-year-and-out with no age requirements.

P.S. to Jack Yager and Jerry Cook after reading the April *Convoy Dispatch*: please get the hell out of our union.

Wally Wallis
Local 413, Yellow Freight
Columbus, Ohio

Union Officer or Company Official?

I read with great enthusiasm "GEB Amends Teamster Constitution, 1st Step for Grievance Reform" in the April 1993 *Convoy Dispatch*. It's sure good to see that at least one man in this country who made promises to people is trying to fulfill them. Carey for United States president!

I also read how the old Teamster guard reacted to the new amendment to the IBT Constitution to reform the grievance procedure. Old guard Jack Yager, chair of the policy committee of the Central Conference, made the statement that General President Carey would need the National Guard to put the new constitutional amendment into effect.

I am now confused and have a question to ask—is Jack Yager a Teamster union officer or a company official?

In an article in the March issue of *Truckers News*, a retired Teamster official states that "Teamsters have priced themselves right out of business." Hell, I was always under the impression that most of the Teamster officers had priced themselves out of business.

You people are doing one heck of a fine job.

David P. Gaibis
Hubbard, Ohio

IBT's Proposals Address Issues

Just seeing the union's UPS contract proposals is invigorating and encouraging. They are directly addressing some serious issues. This kind of leadership should make it easier for the rank and file to contribute their support and prepare to fight to win.

John Moroney
Local 261, UPS
Rochester, Pa.

Local 507 Trusteeship

In October of 1992 the International imposed a temporary trusteeship on our Local 507 in Cleveland, Ohio. This is the local previously controlled by the infamous Harold Friedman. While the trusteeship was long overdue, it has not proceeded with the vigor necessary to clean up our local. Since that time:

- Our local still continues to lose money.
- The threats and intimidation to members voicing concerns still continues.
- The executive board, charged with embezzlement, continues to function as always.
- 1,000 dues-paying Teamsters were transferred to Bakers Local 19, which our executive board also controls.
- Local 507's health and welfare and pension plans were merged into Bakers Local 19. These funds are managed by the charged executive board. Even if the charged members of 507's executive board are removed by the IBT, it would appear that they would still control Teamster funds.

Are we the true "Forgotten Teamsters"?

Tom Rose
Local 507, Halex Co.
Cleveland

Corrections

A letter in the February 1993 *Convoy Dispatch* implied that the Central States H&W Fund cut off benefits to a retiree's spouse because of her terminal illness. In fact, her benefits were cut off because she had become eligible for Medicare. Central States cuts off benefits to all spouses of retirees on the earlier of the two dates: the spouse's 65th birthday or the day he/she becomes eligible for Medicare.

This limitation, which is difficult for most retirees, was particularly hard on the Local 24 Teamster who wrote, and his wife. *Convoy Dispatch* is sorry for any confusion caused by the letter. For more info on getting health care for all in the future, see article page 2.

●

Mike Brannan was incorrectly listed as president of Local 344 (*CD* #122, page 4). Formerly the president, Brannan is now secretary-treasurer and principal officer of the local.

TDU Meets

ARIZONA
Saturday, May 15—3 p.m.
9043 N. 36 Dr., Phoenix

ATLANTA
Saturday, May 8—6 p.m.
(note new time)
Forest Park Recreation Dept.
803 Forest Pkwy., Forest Park, Ga.

CLEVELAND
Sunday, June 13—1 p.m.
VFW Hall
4646 E. 71st St., Cayahoga Hts.

EAST BAY
Saturday, May 8—10 a.m.
Hayward
For information: (510) 653-3865

JANESVILLE, WIS.
Saturday, May 8—3 p.m.
Best Western
Janesville Motor Lodge
3900 Milton Ave., Janesville, Wis.
Hwy. 26 & I-90

MICHIGAN
Bowl-A-Rama
May 15 & 16—10 a.m. to 6 p.m.
Satellite Lanes
Michigan Ave. & Gully Rd.
Dearborn Heights, Mich.

MILWAUKEE
Pension Workshop
Saturday, May 8—10:30 a.m.
New Location
Security Bank
6645 W. Oklahoma

NORFOLK, VA.
Saturday, May 8—11 a.m.
Western Steer Steak House
Military Hwy.
(Next to Local 822 union hall.)

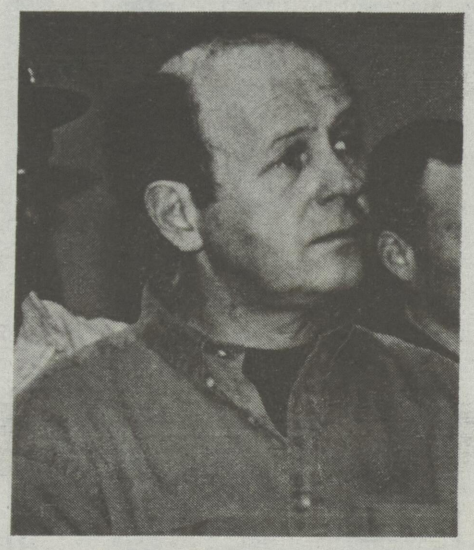
SOUTH CAROLINA
Sunday, May 16—2 p.m.
Holiday Inn
I-95 & Hwy. 52 (Exit 164)
Florence, S.C.

SOUTHERN CALIFORNIA
Running for Local Office Workshop
Saturday, May 15
10 a.m. - 2:30 p.m.
VFW Hall
101 S. Main St., Pomona, Calif.
$20 registration fee
For information: (310) 426-3634

Sunday, June 6—10 a.m.
VFW Hall
101 S. Main, Pomona, Calif.

TWIN CITIES
Sunday, May 23—1:30 p.m.
Broadway Pizza
Broadway & West River Rd.
Minneapolis

BUILDING THE NEW TEAMSTERS



Rick Durkin
Local 378
UPS package car driver
Olympia, Wash.

I've been a TDU member for quite some time, and am more commited to it now that I've seen TDU's role in the positive changes in the union's structure, including the election of Ron Carey.

I'm concerned with early retirement. TDU's research and pressure led to the 85-and-out program we have in the West. Now we need to push that down to 75. TDU is the only force that will make that happen.

Rosie Via
Local 171, UPS steward
Roanoke, Va.

I'm TDU and proud of it. TDU has fought for and helped Teamsters gain many rights, and kept us informed of contract news and other important events. It's not enough being a Teamster, be an informed Teamster. Join TDU!

Ron Rhodes
Local 301, Peet Frate Line
Waukegan, Ill.

I joined TDU to become more informed of my rights as an employee and a Teamster. TDU helps you to stand up against the old guard and employers, because at contract time they sometimes seem to be on the same side of the table. TDU will give you the help you need.

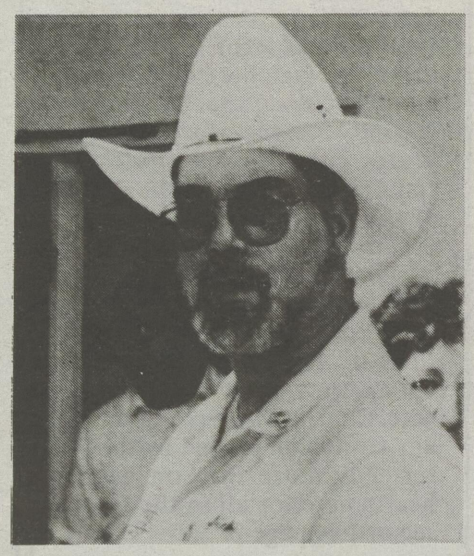
WHAT ABOUT YOU?

These Teamsters have joined thousands of others in the organization that works for a better union. TDU members come from all parts of the United States and Canada, from different crafts and companies, but they all have one thing in common—they care about our union, and they're willing to do something about it.

What about you? If you're a Teamster willing to do something to build your union, take the first step today. Join Teamsters for a Democratic Union.

Dick Collis
Local 104, Yellow Freight
Phoenix

I'm in TDU to clean up our union. They call us "agitators," but an agitator is the centerpost of a washing machine that clears out the dirt and grime. We are proud of being agitators. Here in Arizona we are going to keep on agitating until we clean up our local.



JOIN TDU

Don't delay!
The TDU movement needs your support now.

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

❑ City ❑ Road ❑ Dock ❑ Clerical ❑ Warehouse ❑ Construction ❑ Production
❑ Other _____ Optional: Spouse's name _____

❑ $35 one-year's membership & subscription to *Convoy Dispatch.*

❑ $85 three-year membership fee. ($10 shall be rebated to the local chapter.)

❑ $20 for spouses, retirees and Teamsters who gross less than $17,000 a year.

❑ Check or money order
❑ Mastercard/Visa # _____ Exp. date ____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential from employers and union officials.
TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.